

KATZ-AM, KBWX-FM, KLOU-FM, KMJM-FM, KSD-FM, KSLZ-FM**EEO PUBLIC FILE REPORT****October 1, 2012 - September 30, 2013****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Marketing Consulatant	3-8, 11-14, 17-21, 23-30, 33, 35-37, 39, 41, 43, 45-55	11
Integrated Marketing Consulatant	3-8, 11-14, 17-21, 23-30, 33, 35-37, 39, 41, 43, 45-55	14
Integrated Marketing Consulatant	3-8, 11-14, 17-21, 23-30, 33, 35-37, 39, 41, 43, 45-55	11
Integrated Marketing Consulatant	3-8, 11-14, 17-21, 23-30, 33, 35-37, 39, 41, 43, 45-55	30
Integrated Marketing Consulatant	3-8, 11-14, 17-21, 23-30, 33, 35-37, 39, 41, 43, 45-55	11
Business Manager	3, 5-7, 11, 13, 16-20, 24-29, 32-33, 35-36, 39-47, 49-50, 52-55	11
Assistant Program Director/Air Talent	1, 3, 5-7, 11, 13, 16-20, 24-29, 33, 35-36, 39-47, 49-50, 52-55	1
Promotions Director	3, 5-7, 9, 11, 13, 16-20, 22, 24-28, 33, 35-37, 39-44, 46-47, 49-50, 52-56	9
Traffic Manager	3, 5-7, 11, 13, 16-20, 24-29, 33, 35-36, 39-50, 52-55	11
Marketing Director	2-3, 5, 7, 9, 13, 16-20, 24, 26-30, 33, 35-36, 39-47, 49-50, 52-55	2
IT Engineer	3, 5-7, 13, 16-21, 24-29, 31-33, 35-36, 39-42, 44-45, 47, 49-50, 52-55	6
Sales Coordinator	3, 5, 7, 11, 13, 17-21, 24-28, 33, 35-36, 39-42, 44-45, 47, 49-50, 52-55	21
Program Director	3, 5-7, 9, 11, 13, 17-20, 24-28, 33, 35-36, 39-42, 44-45, 47, 49-50, 52-55	9
Promotions Director-KMJM/KATZ-AM	6, 10, 15, 34, 38	10
General Sales Manager	6, 11, 15, 21, 25, 34, 37-38	11
General Sales Manager	6, 11, 15, 21, 25, 34, 37-38	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	1
2	Application already on file	N	6
3	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63110 Phone : 314-647-8181 Email : Bcplacementdirector@gmail.com John Carroll	N	0
4	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	1
5	Catholic Charities Archdiocese of St. Louis, 4532 Lindell Blvd. St. Louis, Missouri 63108 Email : jkohlberg@ccstl.org Joseph Kohlberg	N	0
6	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	36
7	Columbia College 4411 Kallenbach St. Louis, Missouri 63131 Phone : 314-429-5500 Email : stlouis@ccis.edu Fax : 1-314-429-4349 Sarah Kallenbach	N	0
8	Congressional Career Fair	N	11
9	Current Employee Self	N	5
10	Current Employee/Internal Promotion	N	1
11	Employee Referral	N	83

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12	External Referral	N	6
13	Fontbonne University 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-4516 Email : masaro@fontbonne.edu Mary Asaro	N	0
14	Former Employee	N	8
15	Glassdoor.com Missouri Career Channel Manual Posting	N	0
16	Grace Hill Settlement House 2600 Hadley St. Louis, Missouri 63106 Phone : 314-584-6905 Email : dennisl@gracehill.org Fax : 1-314-584-6905 Dennis Lane	N	0
17	Greater St. Louis Black Media Coalition 829 Manitou Drive St. Louis, Missouri 63119 Phone : 314-962-2491 Email : mattknuckles@sbcglobal.net Matt Knuckles	N	0
18	Harris-Stowe State University 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-340-3340 Fax : 1-314-340-3395 Ginny Malone	Y	0
19	Hickey College Placement Office, 940 Westport Plaza St. Louis, Missouri 63146 Phone : 314-434-2212 Email : placement@hickeycollege.edu Fax : 1-314-469-4795 Travis Hoskins	Y	1

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20	Hispanic Chamber of Commerce UMSL, Normandie Hall Building #38, Room 127, 1 University Boulevard St. Louis, Montana 63178 Phone : 314-516-4220 Email : hccstlmo@sbcglobal.net Ms. Maria Zywieci	N	0
21	Indeed.com Texas Career Services	N	15
22	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-797-3000 X223 Url : www.jeffco.edu Email : tmorrell@jeffco.com Tim Morrell	N	0
23	Job Fair	N	1
24	Lewis & Clark Community College 5800 Godfrey Road Baldwin Hall, Room 248 Godfrey, Illinois 62035 Phone : 618-468-5500 Url : www.lc.com Email : abunjan@lc.edu Fax : 1-618-468-7162 Alice Bunjan	N	1
25	LinkedIn 2029 Stielin Court Mountain View, California 94043 Phone : 650-965-4648 Url : www.linkedin.com Linked In Manual Posting	N	3
26	Missouri Baptist University One College Park Dr. Field Academic Hall, FLD 210 St. Louis, Missouri 63141-6898 Phone : 314-744-5315 Email : grey@mobap.edu Fax : 1-314-392-2243 Kim Grey	Y	0

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27	Missouri State University 901 S. National Avenue Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://careercenter.missouristate.edu Email : MarjorieStewart@MissouriState.edu Fax : 1-417-836-6797 Margie Stewart	Y	0
28	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
29	NAACP 625 N. Euclid Ave. St. Louis, Missouri 63108 Phone : 314-361-8600 Fax : 1-314-361-4334 Josephine Wheat	N	0
30	Non-Employee Referral Chuck Thal	N	13
31	On Air Recruitment Ad	N	1
32	Other Source Gadball.com /Email	N	3
33	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-4812 Email : careerservices@ranken.edu Career Services	N	1
34	Recruit.net Missouri Career Channel Manual Posting	N	0
35	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0

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36	Sanford Brown Business College 1203 Smitzer Mill Rd. Fenton, Missouri 63026 Phone : 636-349-4900 Email : prhodes@sbc-fenton.com Fax : 1-636-349-9916 Paula Wilson	N	0
37	Self Referral	N	10
38	SimplyHired.com Missouri Career Channel Manual Posting	N	0
39	Southern Illinois University Campus Box 1620 Edwardsville, Illinois 62025 Phone : 618-650-3708 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Susan Seibert	N	0
40	Southwestern Illinois College 2500 Carlyle Center Belleville, Illinois 62221 Phone : 618-235-2700 X5562 Url : http://www.swic.edu/CareerCenter/ Email : darlene.beisiegel@swic.edu Fax : 1-618-235-4135 Darlene Beisiegel	Y	0
41	St. Louis Community College - Florissant Valley 3400 Pershall Road Ferguson, Missouri 63135 Phone : 314-513-4543 Email : mwalsh@stlcc.edu Fax : 1-314-513-4726 Ms. Michela Walsh	Y	0
42	St. Louis Community College - Meramec 11333 Big Bend Blvd. Clark Hall AD 249 St. Louis, Missouri 63122 Phone : 314-984-7611 Email : cdismuke@stlcc.edu Carol Dismuke	Y	0

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43	St. Louis Community College - Wildwood Career & Employment Services 2645 Generations Drive Wildwood, Missouri 63040 Phone : 636-422-2012 Email : adeshane@stlcc.edu Fax : 1-636-422-2020 Abby DeShane	Y	0
44	St. Louis Post-Dispatch 900 N. Tucker St. Louis, Missouri 63101 Phone : 314-340-8609 Url : www.stltoday.com Email : CHuelsebusch@post-dispatch.com Fax : 1-314-340-8663 Chris Huelsebusch	N	0
45	St. Louis University Frost Campus N G St. Louis, Missouri 63101 Phone : 314-977-2828 Fax : 1-314-977-3486 Career Services	N	0
46	St. Patrick's Center 800 N. Tucker Blvd. St. Louis, Missouri 63101 Phone : 314-802-0700 Url : http://www.stpatrickcenter.org/ Fax : 1-314-802-5480 Nancy Box	Y	0
47	Staffing Solutions 8012 Bonhomme Ave. Suite 200 Clayton, Missouri 63105 Phone : 314-863-0333 Url : https://www.staffingsolutionsinc.com/index.htm Email : bonny@staffingsolutionsinc.com Bonny Filandrinos	N	0
48	Station website	N	3
49	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0

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50	University of Missouri-St. Louis 278 Millenium Student Center St. Louis, Missouri 63121 Phone : 314-516-5100 Email : careerservices@umsl.edu Emily Rapko	Y	0
51	Unknown Referral Source	N	4
52	Urban League-St. Louis County 8960 Jennings Station Rd. St. Louis, Missouri 63136 Phone : 314-506-5306 Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9840 Mrs. Hollis Whiting	Y	0
53	Urban League-St. Louis 3701 Grandel Square St. Louis, Missouri 63108 Phone : 314-615-3624 Email : klove@urbanleague-stl.org Fax : 1-314-531-4822 Mr. Kim Love	Y	0
54	Washington University Career Center, One Brookings Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : careerlink@wustl.edu Stacey R. Thomas	N	0
55	Webster University 470 E. Lockwood St. Louis, Missouri 63119 Phone : 314-968-6981 Email : careercn@webster.edu Fax : 1-314-968-7478 Rebecca Spear	Y	1
56	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			216

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/1/2012	Establishment of an intern program designed to assist members of the community	The Promotions Department established an internship program for the Fall 2012, Spring 2013 and Summer 2013 semesters. Interns learned about the broadcast industry by assisting in the promotions department. 22 students from 13 different colleges/universities participated in our promotions internship program. Each student received college credit at the end of their internship with Clear Channel. Our Intern Coordinator managed the Intern Program and scheduled the interns. The interns received hands-on training and experience in the promotions department by assisting at promotional events and concerts; in brainstorming meetings; by coordinating listener prizes and handling administrative responsibilities. Interns also received experience in online content creation and social media marketing. Schools represented by these interns were: University of Missouri – St. Louis (6), Southeast Missouri State (1), Webster University (3), Lindenwood University (3), Maryville University (1), Missouri State University (1), University of Missouri – Columbia (1), Southern Illinois University – Edwardsville (1), Truman State University (1), Drury University (1), Yeshiva University (1), St. Louis Community College-Meramec (1), and DePauw University (1).	1	Intern Coordinator	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	10/1/2012	Establishment of an intern program designed to assist members of the community	The Programming Department established an internship program for the Fall 2012, Spring 2013 and Summer 2013 semesters. Interns learned about the broadcast industry by assisting in the programming departments. 7 students from 6 different colleges/universities participated in our internship program. Each student received college credit at the end of their internship with Clear Channel. Our Intern Coordinator managed the Intern Program and scheduled the interns. The interns received hands-on training and experience in the programming department by learning alongside on-air personalities in the studios during their shows, assisting at talent-hosted events and concerts, assisting with personality blogs, facebook posts and broadcast remotes. Interns also received experience in online content creation and social media marketing. Schools represented by these interns were: St. Charles Community College (1), University of Missouri – Columbia (2), Maryville University (1), Truman State University (1), St. Louis University (1) and St. Louis Community College-Meramec (1).	1	Intern Coordinator	1.00
3	10/18/2012	Participation in events or programs sponsored by educational institutions	#1 rated PMD host, Curt Copeland, spoke to 7th and 8th graders about careers in broadcasting at a special assembly for Hillsboro Junior High's Career Day.	1	Afternoon Drive Host	0.25
4	3/7/2013	Participation in Job Fairs	Clear Channel Media + Entertainment St. Louis hosted a booth at the St. Louis Community College-Meramec Career Fair, 9:00 am - 2:30 pm. We spoke to over 60 interested job seekers about open positions in sales, support, engineering as well as internships.	5	Program Director Program Director Sales Manager Sales Manager	0.25

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5	3/26/2013	Participation in other activities designed by the station employment unit	Girl Scout troop from Seven Holy Founders toured the six radio stations to learn more about how songs are chosen to be played on-air and were able to view how afternoon shows are produced. Eleven 13- to 14-year olds participating along with 3 parents.	1	Promotion Coordinator	1.00
6	5/17/2013	Participation in other activities designed by the station employment unit	Thirty 8th grade students from Christ Prince of Peace school visited the offices and stations as part of their Mystery Tour day, learning about St. Louis area businesses. This gave the students an opportunity to learn about different fields that might one day shape their futures. Four adult chaperones also participated.	2	Promotion Coordinator Promotion Coordinator	1.00
7	6/10/2013	Participation in Job Fairs	Clear Channel Media + Entertainment St. Louis hosted a booth at the Congressional Career Fair held at Harris Stowe State University, 9:30am-2:30pm. Over 5,000 people attended the career fair. We spoke to interested job seekers about available sales, programming and promotion positions; internships, and other opportunities within Clear Channel in other markets.	6	Regional Program Manager Director of Sales Program Director Program Director	0.25
8	7/30/2013	Participation in other activities designed by the station employment unit	Campers and counselors from Bridgeton Teen Camp toured the radio stations as part of their off-site camp activities. They visited all areas of the station including sales, business office, traffic & continuity, an on-air studio, a production studio and the promotions department.	1	Promotions Coordinator	1.00
9	9/25/2013	Participation in events or programs sponsored by educational institutions	Director of Sales spoke to the student club, St Louis University Public Relations Student Society of America about careers in broadcasting, including a Q&A session to answer any questions they had. Twelve college students were in attendance.	1	Director of Sales	0.25
TOTAL POINTS OVER REPORTING PERIOD:						6.00